

# Indiana Disproportionality Committee

## 2006 Annual Report

January 1, 2006 – December 31, 2006



# Purpose of Annual Report

The purpose of the Indiana Disproportionality Committee Annual Report is to document and communicate activities and progress to stakeholders and the general community. Communication is a key component of our efforts, as we rely on a community approach to reduce the disparities that exist in Indiana for children of color. Accordingly, this report details the activities of our voluntary committee efforts during 2006.

## Acknowledgements

The success of the Indiana Disproportionality Committee could not have been achieved without the help of representatives from supporting organizations and agencies. We appreciate all representatives who lent their time, talents, and expertise to the Committee.



# Partners

Campagna Academy

Children's Bureau, Inc (CBI)

IARCCA - An Association of Child and Family Services

Indiana Black Legislative Caucus

Indiana Civil Rights Commission (ICRC)

Indiana Criminal Justice Institute (ICJI)

Indiana Department of Child Services (DCS)

Indiana Department of Education (IDOE)

Indiana House 98 William Crawford

Indiana Juvenile Justice Task Force (IJJTF)

Indiana Minority Health Coalition (IMHC)

Indiana University Center for Evaluation and Education Policy (IU CEEP)

Indiana University School of Social Work (IUSSW)

Indiana Youth Institute (IYI)

Martin University

MCCOY - Marion County Commission on Youth

N.O.A.H., Inc.

Prevent Child Abuse Indiana (PCAIN)

The Villages of Indiana

Wernle

White 's Residential and Family Services



# Message from the Chair and Disproportionate Minority Contact Coordinator

On behalf of the Indiana Disproportionality Committee (IDC), we would like to take this opportunity to extend our gratitude to all collaborators, participants, and agency/organizational Directors who have supported the Committee since the beginning. It is with great pleasure that we submit the first annual report for the Indiana Disproportionality Committee. This annual report is a comprehensive overview of the work the Committee has accomplished and provides a preview of its future strategic plan. To that end, the Committee will continue its work and remains dedicated to excellence as it relates to reducing disproportionality within the child welfare, juvenile justice, education and mental health systems.

Indiana is required to track disproportionate minority contact (DMC) on an ongoing basis by moving through the following phases: identification, assessment, intervention, evaluation, and monitoring. Any state that fails to adhere to these terms may lose up to 20% of the Formula Grant allocation for a year <http://ojjdp.ncjrs.org/dmc/about/core.html> Indiana is one of the few states addressing disproportionality from a systemic approach. As a result of working with multiple systems simultaneously, this approach enables the Committee to maximize its resources, learn about other systems' initiatives and avoid a duplication of efforts.

“Disproportionality of children of color is the result of multiple disadvantages that are social, political, economic and attitudinal in nature” (Casey Family Programs: Breakthrough Series Collaborative: Reducing Disproportionality and Disparate Outcomes for Children and Families of Color in the Child Welfare System). The Indiana Disproportionality Committee is committed to researching promising practice and providing recommendations for change in order for children of color to receive equitable services from all mainstream service delivery systems.

Sincerely,



Clara H. Anderson, M.S.W., L.C.S.W.  
Indiana Disproportionality Committee  
Chair  
Children's Bureau, Inc.



Devina J. Jani, M.S.W.  
Disproportionate Minority Contact  
Coordinator  
Indiana Criminal Justice Institute

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# History of Indiana Disproportionality Committee (IDC)

Indiana, like other states, has documented that children of color are overrepresented and often disproportionately represented in the child welfare and juvenile justice systems.

The Indiana Disproportionality Committee was established in response to recommendation number seven listed in the Indiana Commission on Abused and Neglected Children which was published in 2004.

The Committee held its first meeting on November 12, 2004.

Interested professionals from the State's public and private child welfare and juvenile justice systems gathered to form the Indiana Disproportionality Committee. During the first year, the Committee developed Vision and Mission statements, studied the problem and established priorities for addressing existing disparities. One of the first priorities was for the Committee to agree on definitions of the terms "disproportionality," "overrepresentation," and "disproportionate minority contact," which was essential to successfully focusing the Committee's work and concerns. After the first year, IDC established the structure and scope of its work.



# Indiana Disproportionality Committee

## VISION:

Children of ALL races and ethnicities are equitably served by Indiana's child welfare and juvenile justice systems.

## MISSION:

Create equality within the Indiana child welfare and juvenile justice systems and equalize the proportion of children of color in the child welfare and juvenile justice systems with their percentage of the overall population.

## GOAL:

By the end of 2006 Indiana will have developed, communicated and initiated the implementation of a written, sustainable plan to reduce disproportional representation and disparities in outcomes for children of color within the child welfare and juvenile justice systems.



# 2006 Objectives

- Research issues of disproportionality and overrepresentation.
- Increase awareness of Indiana's disproportional representation of children of color in child welfare and juvenile justice services.
- Training of all public and private professionals who work with children and families.
- Promote a service delivery agenda that addresses disproportional issues.
- Promote public policies in the State that address disproportionality in child welfare and juvenile justice systems.

## DMC Research Gathered

- In almost every state, children of color are disproportionately represented in the child welfare system:
  - African American children are overrepresented in 46 states;
  - Native American children are overrepresented in 24 states; and
  - Latino children overrepresented in 6 states(Casey-CSSP Alliance on Equity: An Overview Presentation, 2006).
- African American youth are referred to juvenile court at twice the rate of Caucasian youth.
- Of all juvenile arrests for violent crimes, 55% involved Caucasian youth and 42% involved African American youth. Following arrest, however, African Americans are detained eight times more often than their Caucasians counterparts.

([http://www.macfound.org/site/c.lkLXJ8MQKrH/b.1142281/apps/nl/content3.asp?content\\_id=%7BCC3F891E-5EF2-4138-88F5-6F6DF801FDE0%5D&...](http://www.macfound.org/site/c.lkLXJ8MQKrH/b.1142281/apps/nl/content3.asp?content_id=%7BCC3F891E-5EF2-4138-88F5-6F6DF801FDE0%5D&...))



# DMC Research Gathered

- Of all children in out-of-home-care , as of September 30, 2005, 55.6% were Caucasian , 34.3% were African American , 5.5% were Hispanic, 0.2% were American Indian/Alaskan Native, and 4.4% were of other ethnicities.  
(Child Welfare League of America, 2006)
- Indiana is one of 16 states that has been found to have “extreme disproportion” represented in foster care (3.50 and over is considered extreme). Indiana’s rate for 2000 data was 3.79.  
(Hill, R.B. (2004). University of Illinois at Urbana-Champaign, School of Social Work. Urbana-Champaign, IL: Race Matters Consortium).
- While aggregate statistics reveal disproportionate minority confinement among Indiana’s African-American juvenile population, currently little is known about its causes. For example, while African-American youth represent approximately ten percent (10%) of the juvenile population in Indiana, thirty-nine percent (39%) of the youth confined in Indiana correctional facilities are African-American.  
(ICJI 3-Yr Plan 06-09, p.64).
- Indiana’s African American population is concentrated in five counties. The following counties represent 81% of the African American population residing in Indiana: Allen, Lake, Marion, St. Joseph, and Vanderburgh.
- 67% of Indiana’s Hispanic population is concentrated in the following seven counties: Allen, Elkhart, Lake, Marion, Porter, St. Joseph and Tippecanoe.  
(Indiana Youth Institute, Kids Count in Indiana 2005 Data Book: County Profiles of Child Well-Being. Original Source of Data: U.S. Census Bureau, Population Division, 2003 County Estimates by Demographic Characteristics, Indiana. September 30, 2004).

*Through this foundation and framework the Committee has made progress toward its goals in 2006.*

## 2006 Accomplishments

- **Presentation Slides**

The Committee has created a presentation for the community which provides awareness of the DMC issue. The slide show presentation can be altered to accommodate the professional levels and expertise of its target audience. The presentation component is an ongoing project that Committee members work on to ensure that data being shared is updated regularly.

*Currently the slide presentation has approximately 85 slides.*

- **Train the Trainer Sessions**

The Committee held *three* Train the Trainer sessions to make certain that all facilitators presented the information in a similar manner. Disproportionality has proven to be a sensitive subject matter particularly because race is related to the root cause. Therefore, to keep the attention of participants and engage in honest dialogue that does not emphasize blame, facilitators participated in the Train the Trainer sessions. The training session encourages self evaluation through the use of reflective questions.

- **Focus Groups and Participants**

The Committee facilitated *seven* focus groups which totaled more than *110* participants. Most of the focus groups were held throughout Marion County (Indianapolis), however, several were State conferences attracting a statewide audience.



# 2006 Accomplishments

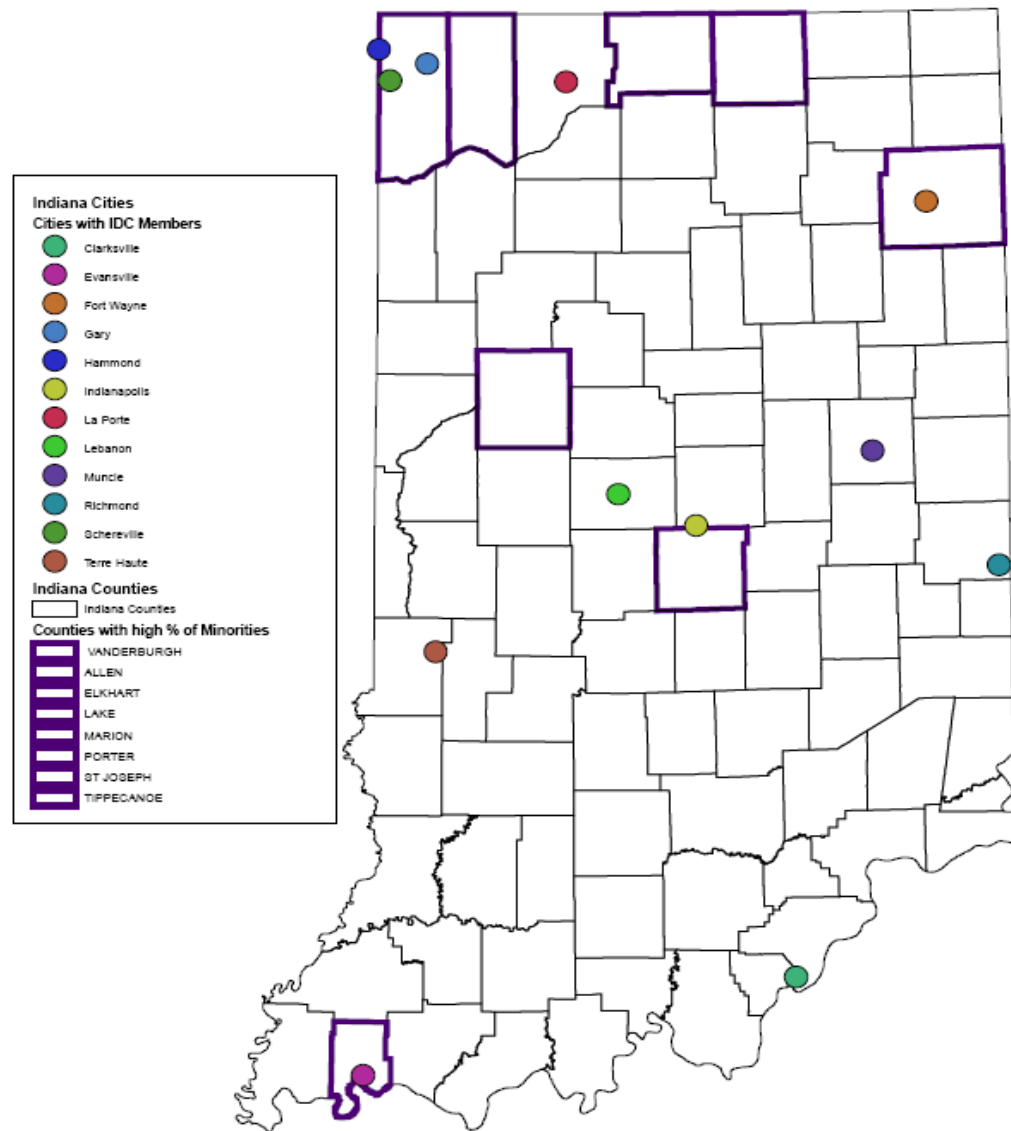
- **Active and Recruited Members**

The Committee currently has 61 active members who provide feedback and attend meetings. As a result of the focus groups held, the Committee has recruited an additional 41 members that will begin receiving a newsletter and associated articles in regard to disproportionality in 2007.

Active members are represented throughout the State as illustrated on the following map.



# IDC Participation/Support



# 2006 Accomplishments

- **List-Serves Created**

In order to increase productivity, list serves were created to streamline communication between all Committee members. The list serve acts as its own domain and one has been created for each sub-committee.

- **Webpage**

One of the Committee's priorities is to share data collected from peers and citizens on both state and national levels. The Committee has posted its resource materials, calendar, links to other resources, community outreach efforts, and meeting minutes on <http://www.in.gov/cji/youth/>. The webpage is updated and maintained by the Indiana Criminal Justice Institute (ICJI). Direct links to all partners of the Committee can be found on the above referenced website.

- **Resources**

An annotated bibliography, glossary of terms, Fast Facts handout, and a brochure have been created for the Indiana Disproportionality Committee. The presentation is supplemental to the resources so further clarification can be established. Scholarly articles are available by visiting the links and search engines listed within the bibliography. The Fast Facts handouts and brochure briefly explain the Committee's goals and the importance of its work and provides interesting facts which help to solicit more opportunities to facilitate the focus group.

- **Legislative Service Agency: Disproportionality Commission**

The Indiana Disproportionality Public Policy Sub-Committee has began working with representatives from the Legislative Service Agency in order to draft a bill to establish a Commission for the Indiana Disproportionality Committee. The purpose of the Commission would be to drive advancement in the areas of research, community awareness, policy, and training in regards to disproportionality in child welfare, juvenile justice, education and mental health systems.



# 2006 Accomplishments

- **Grant Submission**

In the early part of spring, members of the Committee responded to a request for proposal (RFP) submitted by the Office of Juvenile Justice Delinquency Prevention (OJJDP). The RFP was for a Disproportionate Field Initiative program, it was a \$400,000 proposal to be allocated over a two year period. Despite the hard work and well structured proposal, the Committee was denied funding from OJJDP. Only seven recipients were awarded this highly competitive national grant.

- **Conferences Attended**

Committee members attended several conferences across the nation.

**Juvenile Justice National Symposium: Building Successful Alliances to Improve Outcomes**

Child Welfare League of America

**Children 2006: Securing Brighter Futures**

Child Welfare League of America National Conference

**Law Enforcement Solutions for Reducing Racial Disparities and DMC in Juvenile Justice**

Coalition of Juvenile Justice

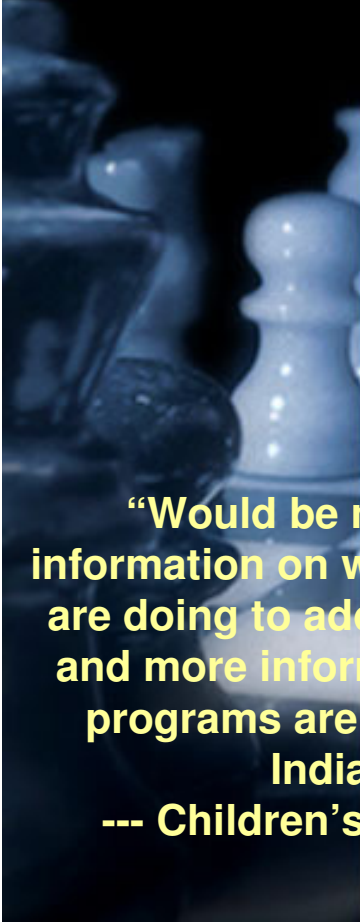
**Office of Juvenile Justice and Delinquency Prevention**

State Relations and Assistance Division (Regional Conference)





# Community and Participant Feedback



*“Good information!  
Very important work.”  
----NASW Cultural  
Diversity Seminar*

“I think the stats and graphs are rather confusing at this point. It may be helpful to include stats for the entire state but keep them simple and don’t give people too many numbers, it just gets confusing to remember them all.” --- IUPUI Undergraduate

**“I truly believe this Committee is doing something that needs to be done!” ---Children’s Bureau, Inc.**

*“The presentation really opened the door for dialogue and yet it just touched the surface. It is a gentle start that will really get people talking!” ---JDC Train the Trainers*

**“How can we more effectively advocate for children of a different color?” --- CASA Forum**


**“Would be nice to have information on what other states are doing to address this issue and more information on what programs are doing here in Indiana.”  
--- Children’s Bureau, Inc.**

*“I really appreciated the presentation. It was beneficial to have concrete information on what the State is doing and direction we are trying to go. I feel better prepared to work with cases I may have. I thought it was very Informative.” ---  
CASA Forum*

**“Would like to see population data vs. service provision data on same chart.” ---  
Juvenile Judges Symposium**

# Recommendations for Change

Based on the Committee's research and ongoing efforts, the following recommendations represent promising practices across systems, in order to reduce disparities for children of color.

- 
- ✓ **Increase prevention services and programs.**
  - ✓ **Require culturally competent practices at all levels.**
  - ✓ **Encourage community building, including employment opportunities and networking with non-traditional services.**
  - ✓ **Make services accountable.**
  - ✓ **Change policies and practice guidelines.**
  - ✓ **Diversity training.**
  - ✓ **Encourage consistent collection of data.**
  - ✓ **Partnering in the equity solution.**
  - ✓ **Compare Indiana efforts to other states.**
  - ✓ **Identify indicators.**
  - ✓ **Collect and obtain racial-related data.**

# 2007 Future Direction

**The work of the Indiana Disproportionality Committee will focus on five (5) areas: Community Awareness, Public Policy, Research, Resource Development and Training. Sub-committees work to achieve the overall mission of IDC.**

Illustrate to the community disparities regarding children of color in all Indiana systems.  
(Community Awareness)

Promote public policies that achieve parity for children of color within all Indiana systems.  
(Public Policy)

Provide research support to the IDC and partnering agencies for data collection, analysis, synthesis, and evaluation of efforts to reduce and eliminate disproportionality. (Research)


Secure adequate volunteers, financial and in-kind contributions to aid the IDC and partnering agencies in carrying out the mission of IDC. (Resource/Fund Development)

Provide culturally and age appropriate skills development opportunities and resources to all public and private professionals who work with children and families. (Training)

## Other DMC Efforts in Indiana:

- State of Our Black Youth (SOBY) – Indianapolis Committee
- Indiana Civil Rights Commission – Education Steering Committee
- Juvenile Detention Alternative Initiative
- Indiana University Center for Education and Evaluation Policy
- IARCCA's Outcome Measures Project
- Including DMC information in MSW curriculum at Indiana University School of Social Work
- Children and Adolescent Needs and Strengths (CANS) Mental Health Statewide Initiative
- State Bar Association and Indiana Minority Health Coalition - Mental Health Assessment Collaboration





The Indiana Disproportionality Committee (IDC) is a statewide collaborative network of public and private entities working together to address racial disparities within the child welfare, juvenile justice, education and mental health systems.

If you are interested in becoming a part of the Indiana Disproportionality Committee, please contact Devina Jani at 317-234-4476 or via email at [djani@cji.in.gov](mailto:djani@cji.in.gov).



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